***Do’s and Don’ts***

DO …

* Take the ERG email distribution list to the new organization and ensure you have copies of ERG documents for reference.
* Work closely with HR at the new company to make sure no policies and benefits are lost. Review documents to be sure there are no inadvertent or unintended changes.
* For a divestiture, identify the ERG leadership in both RemainCo (legacy company) and SpinCo (new company) pre-split.
* If possible, find out which ERG members are moving to the new company and send emails to the distribution list to let your members know who to contact for ERG leadership
* Take this opportunity to make positive changes for both the legacy and new ERGs. Everything does not have to be the same.
* Engage in collaboration between legacy and new ERGs, if possible.
* Listen to the membership and provide information to the membership as soon as it’s available.
* Provide a bigger picture.
* Match the talk to the actions.
* Take charge.
* Help people recommit and reenergize.
* If it is a merger with another company, research the other company’s position with ERGs.
* If it is a merger, as appropriate, reach out to the other company’s ERG leaders to begin building relationships.
* You must gauge this for yourself, but this is likely a time to do what you think is right. The guiding principle we used was to ask for forgiveness instead of permission.

DON’T …

* Expect a “drag-and-drop” situation for ERGs into the SpinCo, where someone else will make these decisions for you. HR will be very busy with many priorities.
* Expect the legacy ERG to be the same strength at RemainCo. You will likely encounter leadership loss and member loss.
* Assume all previous members of the ERG will have the ERG at the top of their list. Many will be preoccupied with organization changes, personal job security, etc.
* Assume the ERG will automatically make it through the change – whether it’s the legacy ERG or the new one.
* Assume that people leaving the company will not change the nature of the remaining ERG in a significant way.
* Fail to acknowledge the change and its impact on the ERG.